

Selah Police Department



2012 Year End Report

Prepared By:
Richard Hayes

INDEX

	PAGE
FROM THE CHIEF OF POLICE.....	3
OUR MISSION STATEMENT.....	5
OUR PHILOSOPHY STATEMENT.....	7
ORGANIZATION CHART.....	9
AWARDS & COMMENDATION.....	11
CRIME NUMBERS & CALLS FOR SERVICE.....	21
INVESTIGATIONS.....	23
SCHOOL RESOURCE OFFICER PROGRAM.....	25
TRAINING PROGRAM.....	27
FIREARMS TRAINING PROGRAM.....	31
ACTIVE SHOOTER RESPONSE TRAINING PROGRAM.....	33
VEHICLES AND VEHICLE MAINTENANCE.....	40
POLICE RESERVE UNIT.....	42
CITIZEN’S ACADEMY.....	45
NATIONAL NIGHT OUT AGAINST CRIME.....	47

From the Chief Of Police

“Dum
Spiramus
Tuebimur”

“While We
Breathe, We
Shall Defend”



“All that is
necessary for
evil to triumph is
for good men to
do nothing”

~Edmund Burke

In 2012, we saw crimes of opportunity continue at the same level as the last couple of years. Crimes of opportunity are crimes that might not have happened if the property was put away, the vehicle was locked or the garage door closed. With the economy still suffering; these crimes will probably continue to be our largest call for service. Drug trafficking and usage is another factor facing not only our community, but also the entire Yakima Valley. The criminal element of today is a very “mobile element” that has no boundaries. Criminals that prey on our citizens may very well be preying on Sunnyside’s or Ellensburg’s. They will steal anything that is not locked up or out of sight. Committing property crimes is how they “feed” or support their habit. Fortunately, our violent crime in Selah has remained well below Yakima, Yakima County and the State. So you may ask, “What is Selah Police Department doing about the crime in Selah?” Well, let me tell you.

In January of 2012 we changed our shifts to ten hour and forty minute shifts (10-40’s). This allows an overlap of all shifts during the peak “calls for service” hours and reduces overtime. This also puts the officers into two squads that work together year in and year out, building a team concept. They train together, have days off together and work together. We selected these squads so that each squad has its own Spanish speaking officer, taser instructor, firearms instructor and sergeant. There are plans on having a defensive tactics and EVOC instructor on each squad also. The squad concept has already helped to increase morale and build a camaraderie that we haven’t seen in a while. Officers are now more visible and “Out There” and the facts already show that the more visible the police, less crimes occur.

In 2012 our Citizen’s Academy was re-established after a four year hiatus. The graduates have become excellent goodwill ambassadors within the community, that have assisted the department by teaching others about crime prevention and taking responsibility for one’s own well being and property. We also re-established our National Night Out events and our Chaplaincy program was born. All of these programs educate citizens to what we do and what they can and need to do as citizens. The people that involve themselves in these programs are more likely to call the police when they see an incident that needs reported. Three of the police department’s six reserve police officers are graduates of our Citizen’s Academy. (Randy Gabbard, Bob Scott & Chris Knox)

In 2012 three sergeants were promoted and three new officers were hired. Eric Steen, Bret Reeves and Bill Rodriguez were promoted to sergeant. Cory Baird, Mathew Lennon and Tom Radke were hired to fill the three vacant patrol slots. Sgt. Steen was assigned the duties of training and scheduling sergeant and our public information officer (PIO). Sgt. Reeves was assigned fleet and equipment sergeant. Sgt. Rodriguez was assigned facility and reserve unit sergeant. Since assigning these duties our training program has went from being in disarray and out of compliance with the State to being a very organized program and in compliance within the first 6 months of 2012. Our vehicle fleet & Mobile Data Terminals (MDT) are now on a scheduled maintenance program and a retirement / rotation plan has been implemented for all of our vehicles and MDTs, with the retirement of the expeditions ("Orcas") being a priority. Three used patrol sedans have been purchased to replace two expeditions and one tired sedan. Our reserve program went from a four officer unit to a six officer, two chaplain unit and more applicants are being reviewed. These things help to keep the officers trained, scheduled, supported and in vehicles and a facility that works for them. This in turn keeps them on the street and visible.

Selah continues to be one of the safest communities in the state to work and raise our children. I am very proud of the men and women of this department for their hard work and dedication in keeping Selah safe. But more importantly, I am very fortunate and humbled to serve as your police chief. Thank you for your continued support.

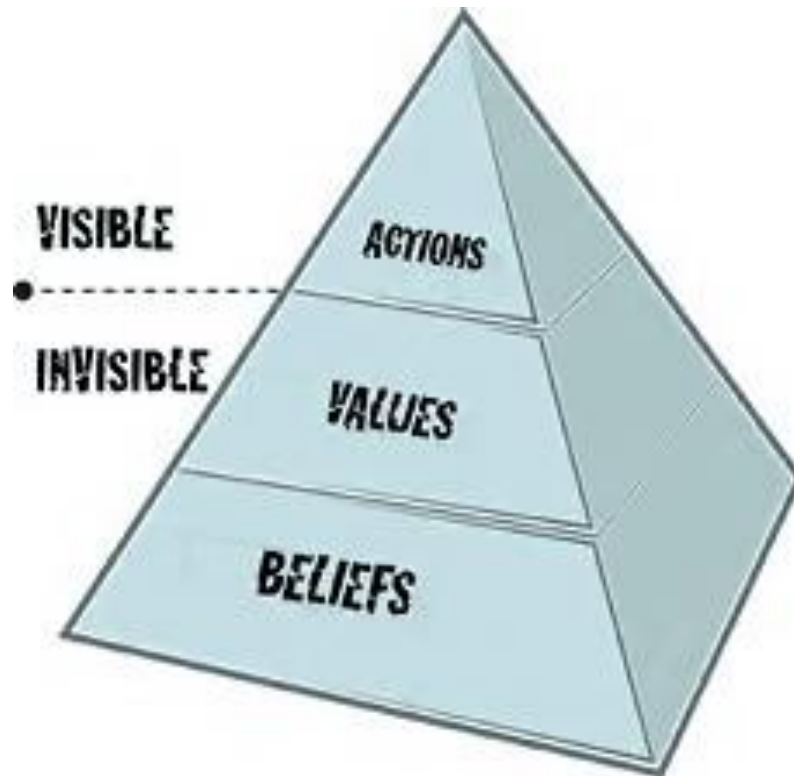
Richard D. Hayes
Chief of Police

Our Mission Statement

The Mission of the Selah Police Department is to coordinate and form partnerships within the community. To preserve the public peace, protect persons and property, to protect the rights of all persons. Prevent crime and provide assistance to all citizens.

Our Mission has not changed since it was written and it is lived by today. It's important enough to us that it is on the back of all of our business cards.

Our Philosophy Statement



The dictionary defines a “Philosophy Statement” to be what you “Believe In” or your “Motto”. A Philosophy Statement Serves as an introduction to you, or for a business, it is written to define the businesses reason to exist. With that being said, this is our reason for existing or our philosophy statement.

Selah Police Department’s Philosophy Statement

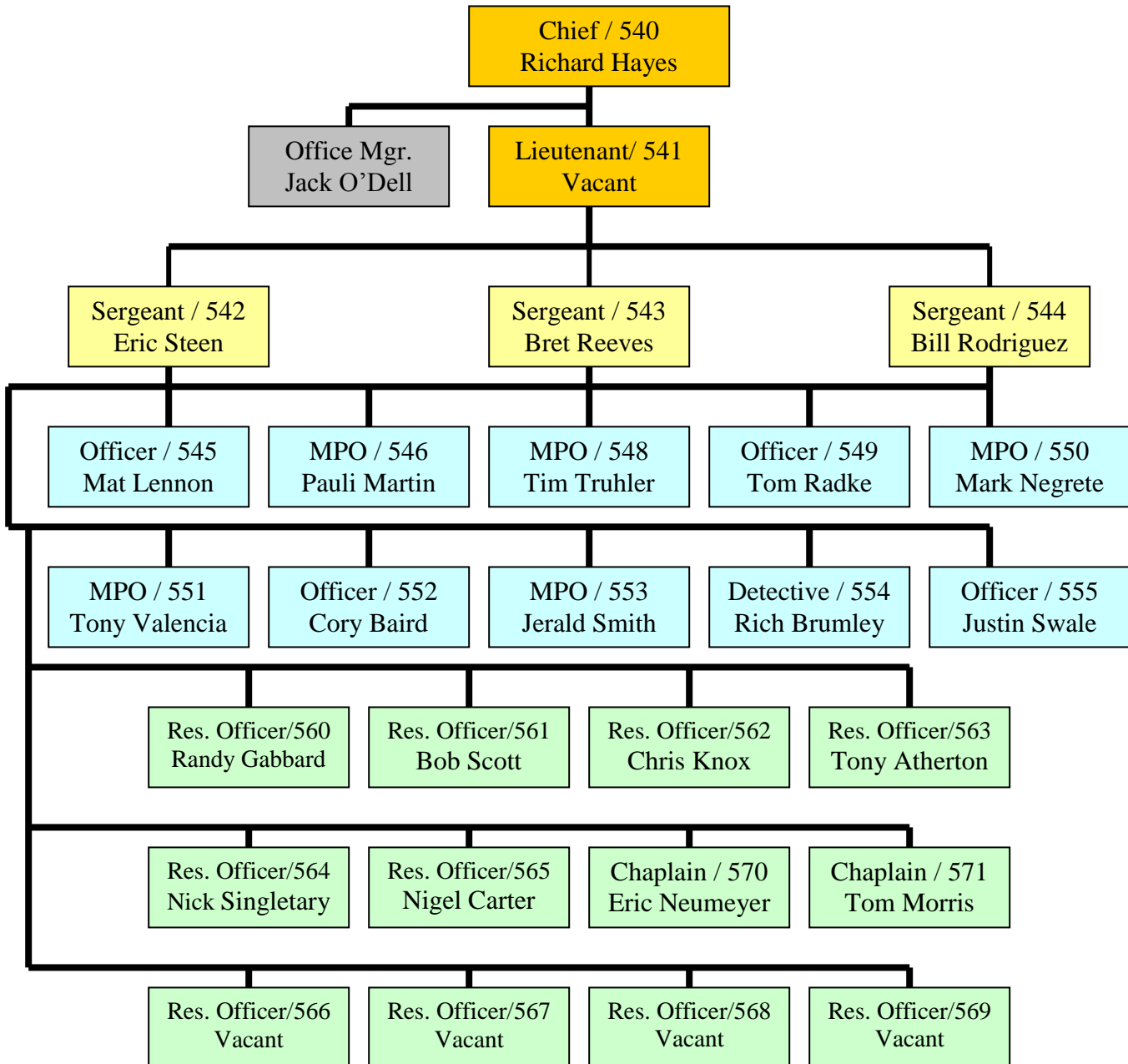
We the members of the Selah Police Department:

- *Believe that the protection of life and property is our highest priority.*
- *Will respect and protect the rights and dignity of all persons and conduct all citizen contacts with courtesy and compassion.*
- *Will strive for excellence in the delivery of police service and will utilize training, technology and innovation to achieve this goal.*
- *Recognize the department’s interdependent relationship with the community it serves and will remain sensitive to the community’s priorities and needs.*
- *Believe that Selah has a unique community spirit and that we are an important part of our community’s success.*
- *Believe that crime prevention, problem solving and intervention are normally preferred to strict enforcement, but when enforcement is called for, the enforcement is done impartially throughout the community.*
- *Recognize the individual worth of each of its members and will strive to support, develop and encourage every member to their full potential.*

Organizational Chart



Chain of Command



AWARDS & COMMENDATIONS



In 2012 ten (10) Selah officers, and two (2) Yakima Sheriff's Office employees, were recognized for excellence.

MERITORIOUS SERVICE COMMENDATION

Master Patrol Officer Pauli Martin was awarded the Meritorious Service Commendation on May 22. This was her second award of the same title. Officer Martin was presented with a Oak Leaf that will be attached to her first award to signify that she has earned it twice. The letter for the commendation reads as follows:

**SELAH CITY COUNCIL MEETING
MERITORIOUS SERVICE COMMENDATION
MAY 22, 2012**

When I stepped into the role of Acting Chief, We inherited an evidence room that was in need of Organization and management. It needed help in the worse way. We began contemplating who could get this room back into shape and what it was going to cost the City of Selah. I began calling other police agencies looking for some kind of assistance, when Ofc. Martin advised me that she would take on this monumental task. I spoke with Yakima Sheriff's Office Evidence supervisor Karriann Ross and was told that the Yakima Sheriff's office would loan us one or two evidence technicians that would help restore our evidence room back to an up-to-date and orderly area.

Since January 2012, Ofc. Martin has worked with Evidence Technicians Linda Benscoter and Sonya Brooks, HANDS-ON to learn what needed to be done and then did it. They worked long hours one or two days a week for many weeks. The Evidence Room is now clean and orderly and near completion. I would almost eat off the floor, and I mean ALMOST.

Ofc. Martin, for the most part, continued her normal patrol duties but added management of the evidence room with no complaints. The other dayshift officers were very understanding and agreed to cover the shifts while Ofc. Martin needed to come off the street for periods of time. We would also like to thank Ofc. Valencia, Ofc. Baird, SRO Smith and Sgt. Reeves for being able to cover her patrol duties while the room was being re-organized.

The Dedication that these individuals showed in this endeavor was commendable and worthy of recognition.

It is with Great Pride that we award Ofc. Martin with her second Meritorious Service Commendation.

Richard D. Hayes
Chief of Police
Selah Police Department

MEDAL OF VALOR COMMENDATIONS

Sergeants Steen, Reeves and Rodriguez was awarded the “Medal of Valor” on May 22. These three were called upon to assist the Yakima County Sheriff’s Office with an incident that was occurring just outside our city limits. The letter for the commendations read as follows:

Selah City Council Meeting

Medal of Valor

May 22, 2012

What is Valor?? **Valor** is strength of mind or spirit that enables a person to encounter danger with firmness: personal bravery – It could also be said that the absence of indecision even in the face of death is the true mark of **VALOR**.

Today we would like to recognize three of our police officers for showing that they have the Strength of Mind or Spirit that enabled them to encounter danger with firmness and without indecision.

On May 18, 2011, Then Master Patrol Officers Rodriguez and Reeves were asked to give assistance to the Yakima County Sheriff’s Office with a situation just outside our City Limits. The officers were advised that there was a male subjected armed with numerous firearms, barricaded in a house with a possible hostage. Officers Rodriguez and Reeves were the first Officers at the scene. They immediately gathered the witnesses and placed them into a safe area and set up the best perimeter that they could, with just two officers. They immediately began to hear gun fire from inside the house and radioed for assistance from other officers. Master Patrol Officer Steen was then sent out to the house to assist.

As the officers and deputies stood watch on the perimeter, numerous shots were fired inside the house and out through the doors and windows of the residence. Vehicles that the officers were using for cover and out building behind them were being peppered with rounds being fired from inside the house.

As Ofc. Rodriguez and Steen watched the rear of the house; the suspect would exit onto the steps of the back door with a rifle pointed at his own head and make comments towards the officers. Ofc. Rodriguez attempted numerous times to talk with the subject and convince him to lay down the weapon and turn himself in. I was working that night as the shift supervisor, and I listened as the officers performed their duties in a calm and professional manner. I listened as Ofc. Steen was using binoculars to alert the other officers of the suspect’s movements inside the house and when it appeared he might exit. I listened as each officer calmly radioed each shot that they heard the suspect shoot even when they also heard the rounds hitting objects around them.

Most of us know the outcome of this incident. It did not end the way that we would have liked it to end! In Law Enforcement, we pray that we never have to be involved in incidents like this one, but we all know that they happen all too often. I commend every officer and deputy that was involved in this incident. I also commend the families and fellow officers of those involved for supporting them and helping them get through this ordeal.

These three Sergeants were absent of indecision even in the face of death. It is with Great Pride that I award the Three of you with the Medal of Valor.

Richard D. Hayes

Chief of Police

Selah Police Department



Pauli Martin

Bill Rodriguez

Eric Steen

Bret Reeves

2012 POLICE OFFICER OF THE YEAR

In 2012 the employees of the police department selected

Detective Rich Brumley as the 2012 Police Officer of the Year. Det. Brumley has done an outstanding job as our detective. During his time as the investigator, he has made an arrest on the 1997 Clift Homicide and also a Insurance fraud case in Union Gap, which was discovered while working the homicide. There are too many major cases to list here and some are still being investigated, so I can't discuss them. When a case ends up in the hands of Det. Brumley, I am confident that it will be fully investigated and taken as far as it can be taken whether it ends in an arrest, a prosecutor review or as a Closed Case!



2012 RESERVE OFFICER OF THE YEAR

In 2012 the employees also selected Reserve Officer Gabbard as the 2012 Reserve Police Officer of the Year. During the early months of 2012, when officers were working as acting sergeants, we needed someone to fill the position of Reserve Coordinator. Ofc. Gabbard volunteered and did an outstanding job. Ofc. Gabbard was also instrumental in planning and re-starting our "Citizen's Academy" and our "National Night Out" event. Ofc. Gabbard has become one of my "Go To Guys" when I need help with a training or community event.



LETTERS OF APPRECIATION

Sergeant Rodriguez, Master Patrol Officer Valencia and Officer Tom Radke were involved in an incident on October 11th that Sergeant Steen brought to my attention when I returned from vacation. After reviewing the case reports on this incident, I agreed with Sgt. Steen that these officers acted above and beyond and needed recognition for their actions. Or in this case, "Inaction". Below is my Letter to the officers and on the next page is Sgt. Steen's Letter of Appreciation:

Friday, October 26, 2012

Sgt. Bill Rodriguez
MPO Tony Valencia
Officer Tom Radke
617 S. 1st St.
Selah, Wa. 98942

Sergeant Bill Rodriguez, MPO Tony Valencia, Officer Tom Radke:

When I returned from vacation, Sgt. Steen briefed me on an incident that you and two other Selah officers were involved with on October 11, 2012 (SPD Case 12h-002626).

Sgt. Steen also wrote a "Letter of Appreciation" for the three of you (Attached). Sgt. Steen used words like "Exercised Extreme Restraint", "Good Decisions", "Honest", "Hard Working" and "Intelligent" to describe the manner you handled this incident or to describe your character. I read Sgt. Steen's letter and the incident report and would concur with Sgt. Steen's assessment on your handling of this incident.

Recently Selah Police Department has adopted the Motto, "Committed to Excellence" and has proudly placed it on our newest patrol vehicles. The three of you have shown that you're "Committed to Excellence". I am extremely proud of the three of you and I too am honored to work with such outstanding examples of Police Officers. Keep up the Great Work!

A copy of this letter and Sgt. Steen's will be placed into your personnel file.

Respectfully,

Richard D. Hayes
Chief of Police
Selah Police Department



Selah Police Department

617 South 1st Street • Selah, Washington 98942
Emergency (509) 698-7346 • Business (509) 698-7347 • Fax (509) 698-7362



October 16, 2012

To: Chief Richard Hayes

Regarding: Letter of Appreciation

c/c: Sgt. Rodriguez, Officer Valencia, and Officer Radke

On the evening of 10-11-2012, Selah Officer responded to assist the Yakima County Sheriff's office with a Burglary in progress call. The Sheriff's Office had Deputies in route to the location from the West Valley area and was quite a ways away from the incident location.

The call details indicated the suspect was still inside the residence and the home owner had locked himself in a bathroom waiting for law enforcement arrival.

Sergeant Rodriguez and Officers Valencia & Radke responded to the call. On their arrival, they were told the rear door to the residence was open and they were directed to it for entry into the residence. However, the door was not open and officers were forced to crawl through a window to gain entry.

Upon entering the home, they were advised the suspect was still inside. They were directed to a room where the suspect was at. As they approached the room it was clear the suspect was still there, as his silhouette could be seen in the reflection of glass.

The three verbally challenged the suspect with no response from him. Sgt. Rodriguez armed himself with the taser, while Officers Valencia and Radke appropriately armed themselves with their department issued firearms. This is procedure and it was followed to the letter by all these involved.

Standing face to face with the suspect and giving him verbal commands he failed to respond. His response, rather, was to take a fighting stance and reach behind his back into his waist band area, which as we know is commonly used as an area to keep a weapon or firearm.

It is at this point, each of these officers exercised extreme restraint with this suspect. The use of deadly force was justified based on the scenario. However, Sgt. Rodriguez deployed his taser and eventually neutralized the suspect after five, five second bursts of electricity. After each burst, Officers Valencia and Radke worked frantically to handcuff the suspect, who was

fighting with them. Eventually they succeeded only after each of the three sustained minor injuries / lacerations during the fight.

No weapons were ever located on the suspect, despite the appearance he portrayed.

After the incident was over, it was learned the suspect is a 30 plus year old male with autism and he is unable to communicate. The suspect resides in the same area as this incident and was familiar with previous home owners at the scene. He had accidentally been locked out of his own home and was looking for a familiar place to be.

According to Sgt. Rodriguez, there were no visible indications this suspect had any form of mental handicap. Had these Officers not acted in the manner they did, this subject could have lost his life. The media would have possibly crucified each of them, this department, and this city for their actions. However, this is not the case because of their decisions during this incident.

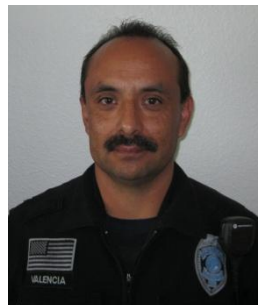
That being said, not often enough are officers recognized for the good decisions they make and I want to do so, even if it's in a small way.

I am honored to know and work with each of them. The citizens of Selah are lucky to have good, honest, hard working, and intelligent officer such as these.

My request is that this letter be placed into each of their personnel files as a reminder of their actions.

Sincerely,

E. Steen, Sergeant
Selah Police Department



LETTERS OF APPRECIATION

In polling the Regular and Reserve Officers for “Officer/Employee of the Year” and “Reserve Officer of the Year”, several regular officers asked that the Reserve Unit as a whole be recognized for their contributions in 2012. Below is my Letter of Appreciation to the reserve officers that we fondly call “The Core Four”:

Selah Police Department

617 South 1st Street • Selah, Washington 98942
Emergency (509) 698-7346 • Business (509) 698-7347 • Fax (509) 698-7362

Wednesday, May 08, 2013

Officers Gabbard, Scott, Knox & Atherton
617 S. 1st St.
Selah, Wa. 98942

“Letter of Appreciation”

Officers Gabbard, Scott, Knox and Atherton:

For over a decade there has been a core group of four (4) reserve officers that have stuck around through thick and thin. When morale was down, they were here! When attitudes stunk, they were here! When they weren’t appreciated, they were still here! I have fondly called them the “Core Four”. This unshakable quadruple has re-shaped two of our Community programs into something that I am very proud of. They have re-started our “Citizen’s Academy Program” and our “National Night Out Against Crime Celebration”.

Randy Gabbard stepped up and ran the reserve program during a time when we did not have a Reserve Program Coordinator; he also re-structured the Citizen’s Academy and has been acting as its Academy Coordinator. Chris Knox re-established old contacts in our community and re-started the National Night Out Event. Bob Scott continues to provide the court security and inmate transports for our municipal court. Tony Atherton is one of four active Firearms instructors that assists with every range event and is also an “Active Shooter Response Instructor”. All of these officers help the other three run each of the programs that were mentioned above.

Here at Selah Police Department, we have adopted the Motto, “Committed to Excellence” and have proudly placed it on our newest patrol vehicles. You, “The Core Four”, have shown that you’re “Committed to Excellence”. I am extremely proud of the four of you and I am honored to work with such outstanding examples of Police Officers. Keep up the Great Work!

It is with great pride that I Award you this “Letter of Appreciation”.

A copy of this letter will be placed into your personnel file.

Respectfully,

Richard D. Hayes
Chief of Police
Selah Police Department

Cc:
Mayor John Gawlik
City Administrator David Kelly
Personnel Files of Gabbard, Scott, Knox and Atherton

"The Core Four"



Calls for Service & Crime Statistics



During 2012, Selah Officers responded to:

3374 Calls for Service. **3325** Reports Written.

Number of Calls by Month

January	264	August	301
February	238	September	305
March	262	October	315
April	252	November	230
May	268	December	252
June	319		
July	307	TOTAL	3313

Traffic Citations -	1029	Domestics -	147
Traffic Accidents -	142	DUI -	36
Malicious Mischief -	81	Noise Complaints-	113
Thefts -	132	Shots Fired -	22
Vehicle Thefts -	21	Susp. Circumstances -	520
Agency Assists –	231	Trespassing -	41
Citizen Assist -	287	Adult Arrest -	558
Assaults –	45	Juvenile Arrest -	30
Alarms -	78	Animal Problems -	96
Burglary -	56		

There are discrepancies in the number of calls for service and/or reports taken compared to calls or reports per month. This was due to the fact that we didn't switch over to SPILLMAN until a several months into 2012 and the two systems do not share information. The National Based Incident Reporting System (NIBRS) will have numbers for 2012 in late May or early June.

Investigations



Prepared By:
Det. Rich Brumley

Selah Police Department 2012 Detective Activity Summary

Chief Hayes,

Per your request here is a summary of my activity for 2012. As you know most of my time was committed to the 1997 cold case murder of Carolyn Clift which resulted in the arrest and conviction of two suspects for 2nd degree murder. At the conclusion of approximately four weeks of trial both suspects were sentenced to the maximum allowable prison terms of over twenty years each. My portion of this investigation began in June of 2011 and concluded in March of 2013. Information cultivated during this investigation led to additional charges of insurance fraud, 1st degree theft and forgery for one of the convicted murderers for an unrelated incident that occurred in 2010.

In January 2012 I began investigating an incident of 1st degree theft and destruction of public records. This investigation consumed a great deal of time and ultimately led to the arrest of a suspect with formal charges filed. This is still an active investigation and is pending trial.

I investigated multiple burglaries in 2012 one of which led to the arrest and formal charges of a local habitual burglar. This investigation was quite time consuming, extensive and encompassed multiple counts of forgery and identity theft. This is still an active investigation and is pending trial.

I assisted with investigating another habitual burglar who was responsible for multiple burglaries in Selah and numerous other communities statewide. This suspect was arrested charged and recently convicted.

In July I investigated a theft/embezzlement case of over \$30,000.00. I spent a considerable amount of time on this case however no charges have been filed due to insufficient accounting and procedures of the victim business.

Also in 2012 I completed numerous follow up investigations as needed for carry over investigations from previous years. Some of these include a 2008 manslaughter investigation of an infant, a 2011 1st degree assault/burglary and a 2011 voyeurism investigation. In addition to these follow ups there were multiple CPS referrals, APS referrals and registered sex offender address verifications. Additionally I wrote and served 10 search warrants in 2012 as compared to 26 in 2011.

Respectfully submitted,

Detective Richard Brumley

School Resource Officer Program



Prepared By:
Ofc. Jerald Smith

SRO CASE STATISTICS 2011-2012 SCHOOL YEAR

INCIDENTS 26 ARRESTS 29

1 FELONY 28 MISDEMEANORS

<u>DATE</u>	<u>CASE #</u>	<u>INCIDENT</u>	<u>DISPO.</u>
<u>SELAH HIGH SCHOOL</u>			
09/09/11 F	11H001847	ARSON	1 ARREST
09/13/11	11H001854	POSS OF DRUG PARA	1 ARREST
09/21/11	11H001930	THEFT	1 ARREST
09/21/11 *	11H001936	ASSAULT / FOLLOW UP	1 ARREST
09/25/11 *	11H001970	ASSAULT / FOLLOW UP	1 ARREST
09/26/11	11H001983	THEFT	
10/04/11	11H002072	INFORMATION	
10/21/11	11H002234	TRESPASSING	1 ARREST
11/04/11	11H002370	TRESPASSING	
11/30/11	11H002595	THEFT	1 ARREST
01/13/12	12H000131	DISORDERLY CONDUCT	3 ARRESTS
02/13/12	12H000357	MALICIOUS MISCHIEF	1 ARREST
02/13/12	12H000372	POSS OF MARIJUANA W/ INTENT	1 ARREST
05/22/12	12H001221	ASSAULT	1 ARREST

(*) designates incident happened outside of school which led to an investigation and an arrest of student
(F) designates crime was considered a felony offense

SELAH JUNIOR HIGH SCHOOL

09/30/11	11H002068	THEFT	2 ARRESTS
10/11/11	11H002143	POSS OF MARIJUANA	1 ARREST
10/12/11	11H002155	POSS OF MARIJUANA	1 ARREST
10/14/11	11H002195	VOYEURISM	
11/10/11	11H002458	THEFT	1 ARREST
11/10/11	11H002476	ASSAULT	1 ARREST
11/30/11	11H002594	MALICIOUS MISCHIEF	1 ARREST
12/02/11	11H002608	POSS OF MARIJUANA	4 ARRESTS
02/13/12	12H000372	POSS OF MARIJUANA	1 ARREST
05/16/12	12H001139	VNCO	1 ARREST
06/07/12	12H001358	DISORDERLY CONDUCT	2 ARRESTS

SELAH INTERMEDIATE SCHOOL

05/16/12	12H001144	THEFT	1 ARREST
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<u>ROBERT LINCE ELEMENTARY SCHOOL</u>	0
<u>JOHN CAMPBELL ELEMENTARY SCHOOL</u>	0

Training 2012



Prepared By:
Sergeant Steen

Training

At the start of the year, I was assigned the responsibility of being the Training Sergeant. As you know, we as an agency were reprimanded by WSCJTC for failing to have all officers receive a minimum of 24 hours of training during the year 2011. This error for 2012 was corrected. All officers received above the minimum requirement for the State of Washington.

Attached you will find a training spread sheet for the year 2012, that lists how many hours of training was conducted for the entire department, and then it is broke down further as to how many hours of training was conducted for each officer.

In short, total training hours for the Selah Police Department were: 966 hours.

On the next two pages you will see a spread sheet and a breakdown of what the training consisted of.

FULL TIME OFFICERS													
OFFICER	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
HAYES	1	1	1	2.5	9	10	16	1	4	0	8	0	53.5
STEEN	1	1	1	2.5	1.5	10	4	44	4	0	0	0	69
REEVES	1	1	1	2.5	1.5	10	0	5	4	0	4	40	70
RODRIGUEZ	1	1	1	2.5	1.5	10	4	44	4	0	4	0	73
LENNON	0	0	0	2.5	1.5	10	4	1	44	0	4	16	83
MARTIN	1	1	1	2.5	1.5	10	44	0	4	0	4	0	69
TRUHLER	1	1	1	2.5	1.5	10	4	1	4	0	4	0	30
RADKE										0	4	16	20
NEGRETE	1	1	1	2.5	3.5	10	0	1	4	0	4	0	28
VALENCIA	1	1	1	2.5	1.5	10	4	1	4	0	4	0	30
BAIRD	0	3	4	2.5	1.5	19	4	1	4	0	4	16	58.5
SMITH	1	1	1	19	1.5	10	4	1	4	0	4	0	46
BRUMLEY	1	1	1	0	42	19	0	0	0	0	4	16	83
SWALE	1	1	1	2.5	1.5	10	4	1	4	40	4	0	70
TOTAL	11	14	15	46	69	147	92	101	88	40	56	104	783
RESERVE OFFICERS													
OFFICER	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
GABBARD	1	1	1	2.5	5.5	10	4	0	4	0	4	0	33
SCOTT	1	2	0	0	1.5	10	4	0	4	0	4	24	50.5
KNOX	1	1	1	2.5	5.5	10	4	0	4	0	4	0	33
ATHERTON	0	1	0	2.5	1.5	10	0	0	4	0	12	0	31
TOTAL	3	5	2	7.5	14	40	12	0	16	0	24	24	147.5
OFFICE PERSONNEL													
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
O'DELL	1	1	9	0	0	0	0	0	0	0	0	0	11
CHAPLAINS													
CHAPLAIN	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
NEUMEYER	0	0	0	2.5	1.5	10	4	0	0	0	0	0	18
MORRIS	0	0	0	2.5	0	0	4	0	0	0	0	0	6.5
TOTAL	0	0	0	5	1.5	10	8	0	0	0	0	0	24.5
GRAND TOTALS	15	20	26	59	85	197	112	101	104	40	80	128	966

January's Training

Whole Department – 1-hour Sexual Harassment.
Ofc. Scott – 1 hour Access recert.

February's Training

Whole Department – 1 hour Bloodborne Pathogen.
Ofc. Baird – 2 hours firearms training.
Reserve Unit – 1 hour inservice training.

March's Training

Office Mgr. O'Dell – 9 hours TAC training.
All Officers – Safe Call Now training.

April's Training

All Officers – 2.5 hours Domestic Violence Update.
Ofc. Smith – 16 Hours A.R.I.D.E. training.

May's Training

Chief Hayes – 8 hours Risk Management.
Officers Knox & Gabbard – 4 hours B.A.C. refresher.
All Officers – 1.5 hours "Eliminating Bias from Policing."
Det. Brumley – 40 hours Homicide Investigation training.
Ofc. Negrete – 2 hours Access recert.

June's Training

All Officers – 10 hours Firearms Training
Ofc. Baird and Det. Brumley – 8.5 hours, "Taking Your Case Federally".

July's Training

All Officers – 4 hours "Missing Person Inv." training.
Ofc. Martin – 40 hours Evidence technician training.
Chief Hayes – 16 hours Missing Children CEO Seminar
Sgt. Reeves & Ofc. Swale – 4 hours B.A.C. refresher.

August's Training

All Officers – 1 hour Firearms Training Simulator (FATS)
Sgt.'s Rodriguez & Steen – 40 hours First Level Supervision
All Sergeants – 4 hours Risk Management

September's Training

All Officers – 9 hours firearms training.

October's Training

Ofc. Swale – 40 hours Crime Scene Investigations.

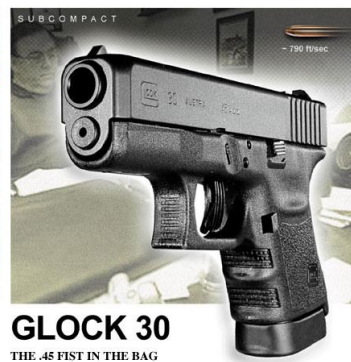
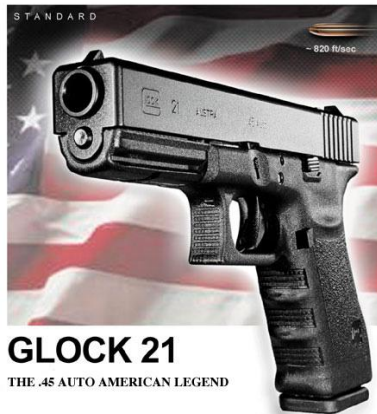
November's Training

Ofc. Negrete – 8 hours B.A.C. & S.F.S.T.
Chief Hayes – 8 hours WASPC executive training.
Ofc. Atherton and Chief Hayes – 8 hours Active Shooter Instructor refresher.
Sgt. Steen & Chief Hayes – 4 hours Emergency Disaster training.

December's Training

Sgt. Reeves – 40 hours First Level Supervision.
Ofc.'s Baird, Radke, Lennon & Brumley – 16 hours Active Shooter Response Training.
Ofc. Scott – 24 hours Tactical Court Security training.

Firearms Training Program



Prepared By:
Richard Hayes

Firearms training is one of those High Risk – Low Frequency areas that we tend to focus on heavily in Law Enforcement. If there is a **High Risk** of someone getting injured or dying, but these incidents happen In such a **Low Frequency** that we don't have lots of experience in them, then we need to train very hard and often to become more experienced and avoid unneeded injury and or death. Firearms' training is only one of several **High Risk-Low Frequency** areas that we train for.

In 2012 Selah Police Department trained with our firearms four times. Two of these firearms sessions were training sessions that covered tactical situations, shoot or don't shoot scenarios, tactical movements while firing, Tactical shooting positions, malfunction clearance drills and some proficiency drills. The other two firearms sessions included a qualification with both handgun and patrol rifle, both in daylight and low-light (Night) situations and qualifications with back-up and off-duty handguns.

Selah Police Department's current duty firearms are the Glock Model 21 .45 caliber handgun and the .223 / 5.56mm AR platform patrol rifle. The handguns are issued to each full time officer and reserve officer. The department currently will issue a patrol rifle if an officer needs one, although most officers have purchased their own rifle and carry it on duty.

Each officer (Full-time and Reserve) also trained in the FireArms Training Simulator (F.A.T.S.), provided by Canfield and Associates training division. This is a mobile F.A.T.S. vehicle that visits our department once a year and provides the equipment and the instructor free of charge.

The department currently has four active and one inactive firearm instructors. Each firearms instructor is assigned one training session for the year, where they create the course of fire, curriculum and the lesson outline. They then are the Officer In Charge (OIC) of that range session. Our firearms instructors for 2012 were: Myself, Mark Negrete, Mat Lennon and Tony Atherton. Rich Brumley is the in-active firearms instructor.

Currently our department has three Glock Armorers who are tasked with keeping all of our handguns in top notch shape. We currently do not have a rifle armorer on staff.

Because of the many changes in tactics, litigation and the variety of Less Lethal munitions that have come out in the past couple of years, we have been researching using the 12-gauge shotgun again.

Active Shooter and Patrol (ASAP) Training



Prepared By:
Richard Hayes

April 20, 1999 was Law Enforcement's "Day That Will Live in Infamy"!
Littleton, Colorado, Columbine High School.

Twelve (12) students and one (1) teacher murdered and twenty-three (23) injured by two students, Dylan Klebold (17 YOA) and Eric Harris (18 YOA). The shooting started at **11:19 am**. The police respond at **11:22 am**. First officer arrives at **11:24 am** and is engaged in a gun battle with Klebold and Harris from over 60-yards away. Two (2) other officers arrived around **11:26 am**. Klebold and Harris enter library, where fifty-six (56) students were hiding, at **11:29 am** and begin shooting students. They exited the library at 11:36 **am**. Ten (10) were killed and twelve (12) were injured in the library. Klebold and Harris had enough ammunition to have killed all in the library but left because Harris had developed a severe nose bleed. Klebold and Harris wandered the school shooting for another **32 minutes** with the last shots being fired at **12:08 pm** (Them committing suicide). SWAT teams enter the school at **1:09 pm**.

In 1999 Law Enforcement trained to set up a perimeter and wait for SWAT. In this case, SWAT entered the school one-hour and one-minute (1:01) after the last shot was fired or one-hour and fifty-minutes (1:50) after the first shot.

One significant change to police tactics following Columbine is the introduction of the Active Shooter Response Teams, used in situations with an active shooter. Police followed the traditional tactic at Columbine: surround the building, set up a perimeter, and contain the damage. That approach has been replaced by a tactic which takes into account the presence of an active shooter whose interest is to kill, not to take hostages. This tactic calls for a two three or four-person team to advance into the site of any ongoing shooting, but even with just a single officer if more are not available. Police officers using this tactic are trained to move toward the sound of gunfire and neutralize the shooter as quickly as possible. Their goal is to stop the shooter at all costs; they are to walk past wounded victims, as the aim is to prevent the shooter from killing or wounding more. This active protocol has proved successful at numerous shootings during the past decade. At Virginia Tech alone, it probably saved dozens of lives

In the Columbine incident, an officer was on the scene five (5) minutes after the shooting began. Two more officers were on scene seven (7) minutes after the shooting began. At this time two (2) were dead and ten (10) were injured. If the Active Shooter Response Tactic had been in use, this incident potentially could have been stopped with a substantially smaller death and or injury count.

I discuss this incident to show how we, the Selah Police Department, along with Yakima County, arrived where we are today in regard to our Yakima County Law Enforcement Active Shooter Response Training.

Shortly after the Columbine Incident in 1999, the Selah Police Department began training our officers to respond to the active shooter in an Immediate Action Team and continued to do so until 2008.

In November of 2007, Chief Dave Simmons, Zillah Police Department, asked Officer Tracy Delozier, also from the Zillah Police Department, to develop a Multi-Jurisdictional approach to active shooter training in Yakima County. Here is what happened next, written by Officer Delozier:

In November 2007 I was tasked by Chief Simmons with developing a multi-jurisdictional approach to active shooter training in Yakima County here in Central Washington State. I work in a small town where there is frequently only one officer on duty during the day and this is a common theme for other agencies throughout the county. I am a department grant writer and that is where this originally started from, the original program was built around obtaining grant funding to acquire Simunitions equipment and a support trailer to transport the equipment from training venue to training venue. After a couple of denials for grant funding, it was obvious that the program was going to have to be scaled back and funding obtained via sources that would fund a little at a time.

The program we eventually pitched to all of Yakima County's Chiefs of Police and Sheriff was basically this;

Due to the smaller size of Yakima County Agencies and reduced patrol levels, it was imperative that standardized methods and tactics for responding to Active Shooter incidents be established. This would allow for a uniform response to incidents of this type wherever they may occur and no matter who is responding.

Program outline: The Yakima County Multi-Jurisdictional Active Shooter Response Program would consist of the following primary areas:

1. Incident Response: All officers, deputies and Troopers in Yakima County would be trained to the same standards in response and tactics. Officers from all jurisdictions would then respond to Active Shooter incidents in jurisdictions other than their own when practicable and feasible. State Troopers and Fish and Wildlife Officers would respond to these incidents at the discretion of WSP and WDFW command staff.

2. **Administrators Authority:** Chief Law Enforcement Administrators would approve tactics and methods for Active Shooter response and would adopt a county wide policy and procedure for training and response. Investigative authority would be the responsibility of the agency with primary jurisdiction in which the incident occurs and the chief administrator from that jurisdiction would determine how the incident was investigated and by whom.
3. **Training Standards:** Each participating agency would assign a representative to the instructor cadre and this cadre of instructors would jointly develop an Active Shooter Response training program tailored to Yakima County's specific needs.
4. **Instructor Pool:** Once instructors received training from a selected training organization, and the curriculum was established, they would provide training to all officers in Yakima County at various training venues. If the instructor pool was large enough, the individual instructors would only be needed 2-3 times per year.
5. **Training:** Training would be provided throughout the year at the various venues in Yakima County and officers from all jurisdictions could participate in the training. Training would be conducted monthly to allow agencies to send their people with a minimum of overtime costs incurred. This training could be scheduled anytime to accommodate shift work.
6. **Training Venues:** Each agency would make every effort to provide for a training venue at least once every one - two years and all officers from each agency would be required to attend at least one training session per year. Training attendance would be the responsibility of the home administration. Ideally we would train at every HS in the county.

By establishing uniform training and response standards to Active Shooter situations, Yakima County's Officers, Deputies and Troopers who are tasked with dealing with these types of situations would be better prepared to effectively work together and hopefully provide for a quicker and more efficient ending to a terrible situation. With 13 agencies and over 400 officers, deputies and troopers in the county, I knew this would be a large undertaking but I also knew it was of the utmost importance.

The program was patched at the Sheriff and Chief's meeting in the spring of 2008, the response from the Chiefs at that time was lukewarm at best but we did receive some positive feedback. Chief Sanchez from Wapato PD was ready to sign on the dotted line, right then and there, to get Wapato PD on board. The program was completed at that time and it was left up to my Chief to get the other valley administrators on board.

In December 2008 Chief Simmons advised that there was going to be money available through the Yakima Valley Office of Emergency Management under the State Homeland Security Program. The grant monies that would be available

would fund training costs and equipment costs as long as the equipment was under the AEL list. We then went to work writing the grants to fund the purchase of 14 ballistic shields. The plan was to place a ballistic shield in each police department and each precinct, for Yakima SO and Yakima PD precincts, so that a shield was available for use by any agency in short order.

We found out that the Yakima County Sheriff's Office planned on submitting a grant request to outfit their deputies with tactical ballistic vests. We then collaborated with YSO Lieutenant Winter and together the YSO and Zillah equipment grant proposals were combined into one grant proposal. The joint proposal requested funding to purchase ballistic vests for most LE patrol vehicles in Yakima County, at that time approximately 175 vests, and to fund instructor certifications for selected instructor cadre members. The ballistic shield idea was then put on hold.

The process of getting the chief administrators on board then became a priority so several meetings were held and a memorandum of understanding was eventually signed by the Yakima County Chiefs and Sheriff. The initial instructor cadre met and it was eventually decided that AST L.L.C. out of King County would be the appropriate instruction firm that we would contract with to obtain instructor certification for the final instructor cadre. Grant funding was subsequently awarded for the equipment and training and the final instructor cadre was selected by the participating agencies. A total of 19 officers and deputies were selected for the initial cadre. Several ballistic vest demo shoots were scheduled for members of the instructor cadre to observe and report on.

The week of April 27th through May 1st 2009, training was held in Wapato WA and the 19 officers from Selah, Yakima, Union Gap, YSO, WSP, WDFW, Wapato, Toppenish, Zillah, Mabton, Sunnyside and Grandview, obtained Active Shooter Response Instructor Certification.

Representatives from the instructor cadre then met on May 13th and the ballistic vest plate and carrier selections were made. The instructors were able to come in under budget for more than 175 vests and it was estimated that a ballistic blanket for Union Gap PD and roughly 40 additional ballistic vests could be purchased with the savings. On that day several instructors were chosen to develop the Yakima County Active Shooter instruction lesson plan, these officers were; Sgt. Greg Cobb Union Gap PD, Sgt. Erik Hildebrand Yakima PD, Sgt. Rick Hayes and Sgt. Tracy Rosenow, Selah PD, Officer Mike Deccio Wapato PD and Officer Tracy DeLozier Zillah PD.

I spoke with my Chief and informed him of training available through DHS for Incident Response to Terrorist Bombings. I informed him of the importance for our instructors to be able to educate Yakima County Law Enforcement Officers on responding to the Active Shooter Incidents with the ever present possibility of Improvised Explosive Device (IED) involvement; after all there were more than 70 IED's placed or detonated during the Columbine Incident. Chief Simmons

agreed that explosives education was an important facet of education for the program and he authorized me to submit an application to attend.

I contacted the Washington State Homeland Security/ Haz-Mat Training and Exercise Coordinator and briefed her on the Yakima County Multi Jurisdictional Active Shooter Response Program. I advised her of our desire to implement explosives education in our lesson plans; I was immediately approved and advised that I may add additional instructors to the list. I then added 10 additional instructors from the cadre and training was secured. We attended the training in Socorro New Mexico in August 2009 and received train the trainer certifications. We developed the final Active Shooter lesson plan and it was submitted to the Chiefs and Sheriff in early September 2009 for approval.

On September 29th and 30th, 2009 the instructor cadre put on its first class for the Yakima County LE administrators in the City of Yakima and it was a huge success. Our cadre was given the green light and monthly 2 day training sessions were planned throughout the rest of 2009 and into 2010. The Yakima County Active Shooter Response Training Team or (A.S.R.T. Team), has been providing Active Shooter and Patrol or (A.S.A.P.) training ever since and an updated 8 hour refresher course has been developed and is scheduled to be implemented soon.

Yakima County Law Enforcement Administrators saw the importance of what needed to be done and saw the potential ramifications of inaction. The possibility of 4 officers from as many agencies responding to an active shooter situation is quite possible in our county and the potential for 4 different methods of how to deal with the situation is just dangerous, so uniformity in training and tactics is imperative. Our county did it and I am sure there are plenty of similar counties throughout our great country who could benefit from a program such as the one we developed. With several widely reported active shooter situations within the recent past, how long before one of these tragic incidents occurs in your jurisdiction and can we all afford to wait until it does before action is taken.

Tracy Delozier
Zillah Police Department

Since 2008 this cadre has trained over four-hundred (400) law enforcement officers, county wide.

Currently, every officer within Selah Police Department has received the sixteen (16) hour basic training in Active Shooter Response and we are beginning to prepare for an eight (8) hour refresher/update where the officer will receive refresher training on the initial training and be taught how to respond to an active shooter incident as a one-officer team.

So, What Is an Active Shooter?

The definition that we use is: *Any person who is actively killing or harming people.* Notice that; the term “active shooter” does not only include firearm violence.

These are **NOT** hostage situations.

These are **NOT** stand-offs.

These are **NOT** barricaded perpetrators.

But they **CAN TRANSITION** to one of these very rapidly.

In an active shooter incident:

- Danger is immediate
- Cannot wait for SWAT
- Must act now to save lives
- A “come as you are” affair for responders. (Weapons, equipment, skills, mindset, physical condition)
- You have less than a minute to act
- You’re it! This is what they pay you for!

Normal LE priorities

1. Officer safety
2. Citizen/public safety
3. Perpetrator apprehension
4. Perpetrator safety

Active shooter LE priorities

1. Neutralize perpetrator
2. Citizen/public safety
3. Officer safety
4. Perpetrator safety

We at the Selah Police Department take our Active Shooter Response Training very seriously.

Why do we train so hard? *“To fight the inevitable fight a thousand times before you face it...”*

I am inviting each and every one of you to come and witness or experience this training when possible.

VEHICLES & VEHICLE MAINTENANCE



Prepared By:
Sgt. Bret Reeves

As of 12/10/2012 the department has spent \$16,182.40 on documented vehicle repairs. The Budget (financials) reflects that we have spent closer to \$20,000.00. This discrepancy is explainable. We have spent funds from the vehicle maintenance budget to buy Oil, Antifreeze, light bulbs, fuses, etc. We also only began keeping comprehensive records in April of this year.

As of the time of this report, several of the vehicles listed are undergoing maintenance that will use the remaining maintenance funds. I intend to buy 2 or 3 more sets of snow tires (4 per set) for the Crown Victorias in addition to the 3 sets we currently have. We have a total of 6 Crown Victorias. Other required maintenance to be performed before year end includes upholstery repair to 3-4 of the Crown Victorias, brakes and tires on one of the Expeditions and several oil changes.

For fiscal year 2013 I would like to see us continue to move away from the Expedition Fleet. Our intent is to purchase 2 of the new Ford Interceptor Sedans to be outfitted for patrol to replace one Expedition and one Crown Victoria.

In future years I hope that we will be able to increase the vehicle allotment, short term, to replace the remaining seven (7) patrol Expeditions. Based on the prior year's vehicle maintenance costs for the Expeditions, I foresee high costs to keep these aging vehicles patrol ready. Another consideration in this is fuel savings. The new Ford Interceptors have an average EPA fuel rating that is nearly double that of the Expeditions.

Selah Police Reserve Unit



"The Core Four"

Prepared By:
Ofc. Randy Gabbard

For most of the 2012 calendar year the reserve unit consisted of the “Core Four”: Randy Gabbard, Bob Scott, Chris Knox & Tony Atherton. Each and every one contributed greatly not only to the reserve unit projects, but also to the department needs. In addition to their patrol hours, the reserves managed the Citizen’s Academy and National Night Out.

Once it was determined that there would indeed be a Reserve Academy offered by the Valley law enforcement agencies, Chief Hayes gave the okay to interview and select one candidate for entrance into the Academy. The person ultimately selected was Nigel Carter. Fortunately, we were also able to acquire the services of Nick Singletary. Nick is a Reserve Academy graduate and we received permission from the State for him to take an equivalency test in lieu of attending the Academy.

In December we received inquiries from Jared Hinze, a former Selah reserve about coming back to work for Selah PD and plans were put in place for him to be given a polygraph and Pysch exam.

In 2012 we also brought on-board two Police Chaplains, Eric Neumeyer & Tom Morris.

In 2012 our reserve unit volunteered 1549 hours.

Reserve Hours 2012

OFFICER	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	TOTAL	%
GABBARD / 560	23.5	24	26	42	33	37	49.5	41	58.5	28.5	28	40	431	0.278
SCOTT / 561	31.5	47	24	25	36	34	48	30	62	32.5	30	52	452	0.292
KNOX / 562	27	17	33.5	56.5	38	22	20	35.5	22	15	24	15	325.5	0.210
ATHERTON / 563	18.5	13.5	30	19	22.5	40	36	18	25	3	17	4	246.5	0.159
SINGLETARY / 564												17	17	0.011
CARTER / 565												8	8	0.005
VACANT / 566													0	0.000
VACANT / 567													0	0.000
VACANT / 568													0	0.000
VACANT / 569													0	0.000
CHAPLAINS	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	TOTAL	
NEUMEYER / 570					17	19.5	4.5	9.5	0	0	9	9	68.5	0.044
MORRIS / 571					0	0	0	0	0	0	0	0	0	0.000
TOTAL	101	102	114	143	147	152.5	158	134	168	79	108	145	1548.5	

Selah Police Citizen's Academy 2012



Prepared By:
Ofc. Randy Gabbard

After a multi-year hiatus, the Selah Police Department once again offered a Citizen's Academy. The Academy was planned by the Officers of the Reserve unit and conducted by both Selah Police Officers and Reserve Police Officers. There were 12 citizen participants in the Academy that received training and classes on subjects ranging from the County sex offender program to traffic enforcement/traffic stops. Several Valley agencies participated in the academy. There were speakers from the Sheriff's department, Prosecutors Office, Public Defender's Office, L.E.A.D. Taskforce, Yakima Police Gang Unit, Selah Police Department and Washington State Patrol, just to name a few.

The academy was an overwhelming success with rave reviews from all the participants. One of the most memorable classes was the firearms training class held at the Tieton Police Department shooting range. Everyone present was able to hold and shoot the weapons used by the Selah Police Department, and some that we don't use any longer. The participants were impressed by the knowledge of our firearms instructors and thankful for the opportunity to shoot with us.

National Night Out Against Crime



Prepared By:
Ofc. Randy Gabbard

The Selah Police Department “National Night Out” celebration was once again, organized and put on by the reserve unit. There was participation by the Blue Nights motorcycle club, the Valley Mustang car club and the local Volkswagen club. Jeff Hagler was present in a booth representing the Parks Department and there were also booths from the County Block Watch program and Selah Kiwanis.

Poor Boys Auto Wrecking donated a car to be destroyed, and the participants had a great time beating the tar out of the vehicle.

King’s Row Drive-In donated 500 hot dogs, buns, and condiments. These were cooked and served by the Selah Valley Lions club. 4 dozen hotdogs were cooked and delivered to the volunteer firefighters who were busy fighting the huge grassfire on the LT Murray preserve.

Tree Top donated several cases of juice, and a Pepsi-Cola trailer was hired by the Police Department.

Plans for next year include more of the same, plus we are attempting to have YPD SWAT bring one of their vehicles to display as well as a tank from the Marine Corps reserve unit in Yakima.